

EEOC Form S (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(es) Charge No(s):

 FEPA
 EEOC

490-2014-00375

Tennessee Human Rights Commission

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

Mr. Charles Guenither

Home Phone (Incl. Area Code)

(901) 324-0567

Date of Birth

08-01-1948

Street Address

3723 Woodland Dr.

City, State and ZIP Code

Memphis, TN 38111

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

UNIVERSITY OF MEMPHIS

No. Employees, Members

Phone No. (Include Area Code)

500 or More**(901) 678-2558**

Street Address

Administration Bldg., Rm 390,

City, State and ZIP Code

Memphis, TN 38152

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es)) RACE COLOR SEX RELIGION NATIONAL ORIGIN RETALIATION AGE DISABILITY GENETIC INFORMATION OTHER (Specify) CONTINUING ACTION**DATE(S) DISCRIMINATION TOOK PLACE**

Earliest

Latest

04-23-2013**04-23-2013**

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On or about August 8, 1994, I was hired with the above employer as an Assistant Director Media Relations. My most recent job title was Director of Communication Services which I held this position from 1998-2013.

On April 23, 2013, I was terminated from my position of Director of Communication Services. Prior to my termination, the VP of Communications, Public Relations, and Marketing (Linda Bonnin) made a comment in a committee meeting referencing my age (64) and the chances of me doing social networking in August 2012. On another occasion, she stated that she wanted someone younger and a female to replace me as the director.

I believe I have been discriminated against because of my sex (male) and age (64) in violation of Title VII of the Civil Rights Act of 1964, as amended, and the Age Discrimination in Employment Act (ADEA).

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Nov 27, 2013**NOTARY – When necessary for State and Local Agency Requirements**

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)**NOV 27 2013**

Charging Party Signature

MEMPHIS,

Date

11/27/13 Charles Guenither



**U.S. Department of Justice
Civil Rights Division
NOTICE OF RIGHT TO SUE
WITHIN 90 DAYS**

CERTIFIED MAIL
2014 2305

950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4239
Washington, DC 20530

April 18, 2014

Mr. Charles C. Guenther
c/o G. Hite McLean, Jr., Esquire
Law Offices of G. Hite McLean, Jr.
2670 Union Ave. Extended
Suite 1228
Memphis, TN 38112

Re: EEOC Charge Against University of Memphis
No. 490201400375

Dear Mr. Guenther:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

If you choose to commence a civil action, such suit must be filed in the appropriate Court within 90 days of your receipt of this Notice.

The investigative file pertaining to your case is located in the EEOC Memphis District Office, Memphis, TN.

This Notice should not be taken to mean that the Department of Justice has made a judgment as to whether or not your case is meritorious.

Sincerely,

Jocelyn Samuels
Acting Assistant Attorney General
Civil Rights Division

by *Karen L. Ferguson*
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Memphis District Office, EEOC
University of Memphis